

Policy Author	Mr K Hopkins	Date of Approval	26.01.26
Policy Approval	Full Governing Board	Next Review Date	January 2029

Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid **unlawful** discrimination in line with our legal duties **under the protective characteristics** of the Equality Act 2010 (sex, religion or belief, race, disability, gender reassignment and pregnancy) **and the Human Right Act 1998**
- Clarify our expectations for school uniform **in-line with statutory guidance.**

Our School's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, disability and gender reassignment.

To avoid discrimination, our School will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform is affordable and costs the same for all pupils
- **Maximum of 3 compulsory school branded items in-line with the Department of Educations statutory guidance on school uniform.**
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to wear headscarves and other religious or cultural symbols/**artefacts**
- Review and allow adaptations to our policy on the grounds of equality

Limiting the Cost of School Uniform

Our School has a duty to make sure that the uniform we require is affordable, in line with statutory **guidance** from the Department for Education. We understand that items with the school logo cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to purchase other items for a lower price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with the school logo are necessary
- Limiting the number of compulsory items **to three** which require the school logo and colour
 - i) **School branded jumper/cardigan**

ii) School branded book bag

iii) School branded PE t-shirt

- Provide all children when they start school with a free logo PE t-shirt
- Avoiding different uniform requirements for different year/class groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents and pupils on any proposed significant changes to the Uniform Policy and carefully considering any complaints about the policy

Expectations for School Uniform

The school colours are royal blue, white and black/grey. Uniform can be ordered and paid for using the Parentmail app and collected from the main school office. Parents/Carers are also able to buy uniform directly from the Maisies shop in Wolverton. The shop can be found at 60/64 Church Street, Wolverton, Milton Keynes, MK12 5JW. An online service is also available through the Maisies website www.maisies-superstore.co.uk.

The school encourages donations of out grown uniform, which will be available through the second-hand uniform shop and can be purchased via the school office throughout the year.

A uniform drive will take place three times a year and all donations will be made available to the school community termly. The school is keen to support ethical clothes re-cycling in this way.

Children who attend Oldbrook Nursery are not required to wear school uniform.

School Uniform	Colour	Optional	Required Branded	Required
School logo: sweatshirt / cardigan	Royal Blue		✓	
School logo fleece	Royal Blue with logo	✓		
Long trousers / shorts / skirt / pinafore	Grey or Black			✓
Checked summer dress	Royal Blue	✓		
White Polo Shirt	White			✓
Socks	White / Grey / Black			✓
Tights	Grey / Black	✓		
Shoes or Trainers (flat heeled)	Black			✓
Hijab or Headscarf	Black or Blue (single colour not patterned)	✓		

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School Uniform	Colour	Optional	Required Branded	Required
School Logo Book Bag	Royal Blue		✓	

PE Kit	Colour	Optional	Required Branded	Required
School logo: sweatshirt / cardigan	Royal Blue		✓	
School logo: PE T-shirt	House Team Colour (One free t-shirt when admitted to school)		✓	
Shorts	Royal Blue			✓
Jogging Bottoms / Leggings	Black			✓
Socks	White / Grey / Black			✓
Trainers	Black / White			✓
Hijab or Headscarf	Black or Blue (single colour not patterned)	✓		

On the grounds of health and safety, we do not allow children to wear jewellery at school, with the exception of stud earrings and a simple watch (without internet, camera or phone capability).

Jewellery

During PE lessons, watches and earrings will need to be removed by pupils for health and safety reasons. Newly pierced ears should be avoided during term time for this reason. Alternatively, pupils should come to school with earrings removed.

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Expectations for our School Community

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

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Parents of pupils can contact the school office if they would like to request an amendment to the uniform policy in relation to their protected characteristics.

Parents and Carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the Headteacher if they want to request an amendment to the Uniform Policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. Disputes about the cost of the school uniform will be dealt with in accordance with our School's Complaints Policy.

Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Headteacher if the situation does not improve.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this School Uniform Policy, staff will take a mindful and considerate approach to resolving the situation.

Governors

The Governing Board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils
- Reviewed and updated in-line with any statutory changes

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by re-tendering contracts at least every five years.

Pupil Non-compliance

We expect pupils to come to school correctly dressed and ready for their daily schoolwork. Parents should ensure their child is in the correct uniform. Families whose children attend school and do not meet our uniform and appearance expectations, will be invited to have a discussion with a member of staff to resolve the matter.



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